

**MINUTES OF THE SPECIAL BOARD MEETING
OF THE BRISTOL COUNTY WATER AUTHORITY**

**Thursday, April 3, 2014
450 Child Street, Boardroom, Warren, RI**

Pursuant to proper notice, the Board Meeting of the Bristol County Water Authority was called to order by Chairman Klepper at 7:04 pm, 450 Child Street, Boardroom, Warren, Rhode Island.

Legal Counsel Joseph Keough and the following Directors were in attendance at the commencement of the meeting:

Paul Bishop, William Gosselin, Joel Hellmann, John Jannitto, Allan Klepper, Bradford Louison, Raymond Palmieri, Sr., Frank Sylvia

Directors Absent: Georgina Macdonald

1. Public Input.

The Chair recognized Mr. Hewitt, who felt that the Executive Director should not receive a raise at this time, her position was advertised as Chief Engineer and Executive Director.

2. Consideration and Action on Non-Union Staff Compensation Package

Chairman Klepper stated the approved compensation budget was \$19,500 and the current recommendation for staff increase is 2.86% or \$18,587. The Board has never made changes to the Executive Director's recommendation concerning staff increases.

Director Bishop made the following motion seconded by Director Gosselin

MOTION: To approve the recommendation of the Management Development and Compensation Committee of 2.86% for non-union salary increases effective March 1, 2014.

Director Palmieri stated he would like to have a total compensation amount on each employee, not just their base rate. Salaries at BCWA have been very lucrative in the past. He will support 1% or 1.5% increase.

Director Hellmann stated he could not approve raises in excess of his town's raises. He would support a 2% increase.

Motion failed 4 – 4. Voting Aye Chairman Klepper, Directors Jannitto, Bishop and Louison. Voting Nay directors Palmieri, Hellmann, Gosselin and Sylvia.

Director Hellmann made the following motion seconded by Director Gosselin

MOTION: To approve a 2% increase for non-union employees.

Chairman Klepper stated the Union received a 2.25% increase, staff should not receive less.

Motion failed 2 – 6. Voting Aye Directors Hellmann and Gosselin. Voting Nay Chairman Klepper, Directors Jannitto, Bishop, Louison, Palmieri and Sylvia.

Director Jannitto made the following motion seconded by Director Bishop

MOTION: To approve a 2.5% increase for non-union employees.

Motion failed 4 – 4. Voting Aye Chairman Klepper, Directors Jannitto, Bishop and Louison. Voting Nay Directors Palmieri, Sylvia, Hellmann and Gosselin.

Director Palmieri made the following motion seconded by Director Hellmann

MOTION: To approve a 1.5% increase for non-union employees.

Motion failed 2 – 6. Voting Aye Directors Hellmann and Palmieri. Voting Nay Chairman Klepper, Directors Gosselin, Jannitto, Bishop, Louison and Sylvia.

Director Sylvia made the following motion seconded by Director Gosselin

MOTION: To approve a 1.86% increase for non-union employees.

Motion failed 3 – 5. Voting Aye Directors Sylvia, Hellmann and Palmieri. Voting Nay Chairman Klepper, Directors Jannitto, Bishop, Louison and Gosselin.

Director Bishop made the following motion seconded by Director Hellmann

MOTION: To approve a 2.25% increase for non-union employees.

Motion passed 6 – 2. Voting Aye Chairman Klepper, Directors Jannitto, Hellmann, Bishop, Louison and Gosselin. Voting Nay Directors Palmieri and Sylvia.

3. Consideration and Action on Executive Director's Compensation

Chairman Klepper stated the Management Development and Compensation Committee had recommended a 4% increase for the Executive Director.

Director Gosselin made the following motion seconded by Director Bishop

MOTION: To approve a 2.5% increase for the Executive Director.

Director Palmieri stated that the Executive Director's job function had been reduced, he would not support a 2.5% increase.

Motion passed 5 – 3. Voting Aye Chairman Klepper, Directors Gosselin, Jannitto, Bishop, and Louison. Voting Nay Directors Palmieri, Hellmann and Sylvia.

Chairman Klepper thanked the Board for their votes.

Director Jannitto made the following motion seconded by Director Gosselin.

MOTION: To adjourn the meeting.

Motion passed unanimously.

There being no further business the meeting was adjourned at 7:40 pm.

Allan C. Klepper
Chairman